

Meeting of
Lanarkshire NHS Board
24th March 2010

Lanarkshire NHS Board
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SUBJECT: Single Equality Scheme

1. PURPOSE

The purpose of this paper is to provide the Board of NHS Lanarkshire with information about a Single Equality Scheme and to seek approval to publish and implement the Scheme.

2. BACKGROUND

There is currently a statutory requirement for NHS Lanarkshire to publish equality schemes covering Race, Disability and Gender as a means of promoting positive performance in the elimination of discrimination and in promoting equality of opportunity.

The Government is currently consulting on a new Equality Bill which is likely to extend and renew current legislation to create a new Equality Duty on public organisations. It is anticipated that the Equality Bill will come into force during 2011.

In anticipation of the new legislation NHS Lanarkshire has engaged widely with relevant stakeholders to develop a Single Equality Scheme which extends our commitment and positive actions on Race, Disability and Gender to include age, sexual orientation, religion, belief and life stance.

The Single Equality Scheme has been produced as a living document and will change, develop and respond to the emerging legislation the priorities of NHS Lanarkshire and views of interested stakeholders over time.

3. ACTION REQUIRED

In recognition of the necessary volume and content of the Single Equality Scheme, Members of the Board as asked to:

- a. Consider and endorse the Single Equality Scheme approach as summarised in the attached Executive Summary and Action Plan for 2010/11, in recognition that the content of the full Scheme has been the subject of detailed consideration through the Equality, Diversity and Spirituality Governance Committee. (A copy of the full Scheme is readily available for Members of the Board on request).
- b. Agree to the publishing of the full Scheme, Executive Summary and Action Plan 2010/11 on the NHS Lanarkshire website.
- c. Support monitoring of progress in the ongoing review and implementation of the Scheme through the Equality, Diversity and Spirituality Governance Committee.

4. FURTHER INFORMATION

For further information on any aspect of this paper, please contact:

- Kenneth Small, Director of Organisational Development, NHS Lanarkshire on 01698 206375 or alternatively by email on kenneth.small@lanarkshire.scot.nsh.uk
- Hina Sheikh, Equality and Diversity Development Manager, NHS Lanarkshire on 01698 206386 or alternatively by email on hina.sheikh@lanarkshire.scot.nhs.uk

KAS/EES
17th March 2010